

EQUAL OPPORTUNITY POLICY STATEMENT

Every member of the school is regarded as of equal worth and importance irrespective of their creed, culture, class, gender, sexuality, and/or disability.

We recognise that we have a duty to provide positive teaching strategies regarding equal opportunities. A good education for all our children is possible only if the awareness of such is an integral part of the life of the school.

Little Gems Montessori Nursery will take positive action to ensure as far as possible the needs of all children are met. The nursery is open to every family of the community.

We recognise that Little Gems Montessori Nursery is a multi-cultural setting, like the community we serve in, and this needs to be considered in every aspect of the nursery's life.

We aim to acknowledge and celebrate diversity and different cultural backgrounds by providing opportunities for the children to explore, acknowledge and value similarities and differences between themselves and others.

We believe that parents or carers, children and staff can work together in providing an environment where diversity can be valued and shared, and in which every individual can both contribute and learn.

The nursery aims to provide multi-cultural activities, which acknowledge different cultures, events and festivals.

Racism and prejudice is harmful to children and will not be tolerated in the school.

Activities and the use of our materials and equipment offer children opportunities to develop in an environment free from prejudice and discrimination.

One of Little Gems Montessori Nursery's fundamental aims is to build on and extend the experiences of all our children. This includes providing learning materials, resources and opportunities that children are familiar with and identify with.

Dietary restrictions and preferences will be respected and staff aims to be open and aware of diverse eating habits and customs.

The nursery will appoint the best person available for each job vacancy and will treat fairly all applicants for jobs and all those appointed. No applicant will be rejected on the grounds of age, gender, sexuality, class, means, family status, disability, colour, ethnic origin, culture, religion or belief.

The staff and management by continual process of discussion, through sharing information, reading current publications relating to childcare, attending seminars, conferences and workshops and other means of education, will continually re-evaluate our approaches and policies in working towards providing the best learning opportunities for all our children.